

Equal Work, Equal Pay

Everyone, regardless of gender, deserves the freedom to provide economic security for themselves and their families. Women are increasingly the sole or primary earners in their homes, and denying them equal pay hurts not only their own household, but Michigan as a whole. Passing policies that close the wage gap and ensure equal pay helps women, working families and our state's economy thrive. Pay equity can drive Michigan's prosperity and the time is now to take significant strides to address this issue and recognize the full value of women in the workforce.



For every \$1 made by men, women make:



White



Black



Latinas

At the current rate, the gender pay gap won't close until 2059.



**PROGRESSIVE
WOMEN'S
CAUCUS**



@michiganpwc

/miprogressivewomen

Bills Introduced in 2019:

- **HB 4629/SB 328:** Creates a commission on pay equity in the Department of Civil Rights. (Rep. Love/Sen. Alexander)
- **HB 4630/SB 329:** Modifies the accrual date for claims of unequal pay. (Rep. Brixie/Sen. Chang)
- **HB 4631/SB 330:** Requires employers to disclose, upon request, wage information for similarly situated employees. (Rep. Warren/Sen. Geiss)
- **HB 4632/SB 331:** Expands the prohibition of wage discrimination by amending the Workforce Opportunity Wage Act. (Rep. Kuppa/Sen. Brinks)
- **HB 4633/SB 332:** Prescribes fines for wage discrimination based on sex. (Rep. Manoogian/Sen. Irwin)
- **HB 4634/SB 333:** Requires employers to post and inform employees about equal pay laws. (Rep. Pagan/Sen. Santana)
- **HB 4635/SB 334:** Requires a company with 5 or more employees to post a written job description for positions, including information about the skills required and the pay scale. (Rep. Pohutsky/Sen. McMorrow)
- **HB 4636/SB 335:** Prohibits an employer from asking a job applicant for information about the applicant's past compensation, or otherwise seek information related to an applicant's past compensation. (House Dem. Leader Greig/Sen. Hertel)
- **HB 4637/SB 336:** Requires the state to include a review of wage differentials in its annual report with the goal of decreasing wage disparity between sexes. (Rep. Guerra/Sen. Dem. Leader Ananich)
- **HB 4638/SB 337:** Creates an incentive awards program for employers who take steps to eliminate wage discrimination in the workplace and establish penalties for companies that don't comply with equal pay laws. (Rep. Lasinski/Sen. Polehanki)
- **HB 4639/SB 338:** Requires any business entering into a contract with a state agency or political division to receive an equal pay certification. (Rep. Hertel/Sen. Bayer)
- **HB 4640/SB 339:** Amends the time period in which an employer must notify an employee of deductions from that employee's paycheck prior to deducting the wages. (Rep. Love/Sen. Hollier)